



Welcome! Boozhoo!
3rd Annual Equity Summit,
Belonging in Northeast
Minnesota

October 4th, 2023

8:00AM - 4:00PM



Welcome! Aanii!

[Baratunde Thurston: How to deconstruct racism, one headline at a time](#)



Northspan Welcome

Elissa Hansen

Northspan President & CEO



NORTHSPAN

ENGAGE & ELEVATE



We are a...

Private non-profit (c4),
fee-based consulting
group, created in 1985
with a 13-member Board
of Directors.



Our why...

- **VISION.** Engage & Elevate
- **MISSION.** To be expert navigators, transforming ideas into accomplishments.

Service Area



While our primary service area is Northeast Minnesota and Northwest Wisconsin, we work with clients and partners across the Upper Midwest.



We are not geographically bound; we build connections that bridge across boundaries and assist communities.

Welcoming Community

Our Goal:

To increase belonging of underrepresented community members and trust between people from different backgrounds and lived experiences in Northeast Minnesota.

Thank You, Funders!

NORTHSPAN'S WELCOMING COMMUNITY PROGRAMMING IS FUNDED IN PART BY THE DULUTH SUPERIOR AREA COMMUNITY FOUNDATION, BLANDIN FOUNDATION, DEPARTMENT OF IRON RANGE RESOURCES & REHABILITATION, AND THE NORTHLAND FOUNDATION.



DULUTH SUPERIOR AREA
**COMMUNITY
FOUNDATION**



Blandin
Foundation™



DEPARTMENT OF IRON RANGE
RESOURCES & REHABILITATION



**NORTHLAND
FOUNDATION**

Thank you Sponsors!

Elevate Sponsor: St. Louis County



Engage Sponsor: Architecture Advantage



ARCHITECTURE
ADVANTAGE

Nonprofit or Small Business Sponsors:

- Audacity HR
- Fairview Range
- Boundary Waters Connect



audacity^{HR}

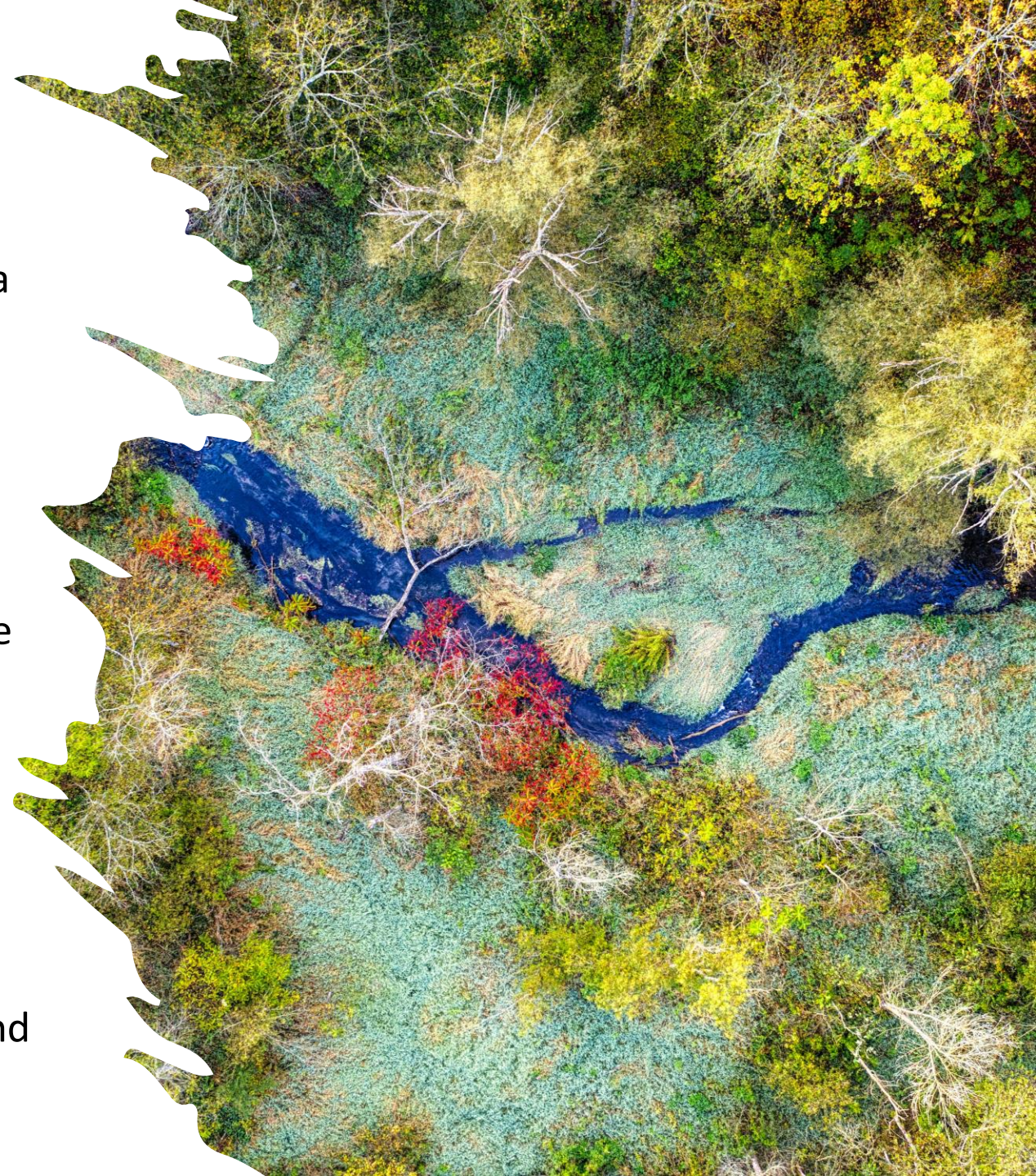
Fairview

Land Acknowledgement

Our Equity Summit programming geographic service area rests on ceded territory established by the Treaties of 1837, 1854, 1855, and 1866 between the Anishinaabe/Ojibwe Nations and the United States government.

This region is the traditional homelands of the Ojibwe, Dakota, Northern Cheyenne, and other Native Nations, and Indigenous people continue to live here. We humbly acknowledge that we are on traditional Indigenous land that holds a long history that continues to grow. Our relationships today shape and define our ongoing shared history.

Six federally recognized Ojibwe Tribal Nations remain in this area: Bois Forte Band of Lake Superior Chippewa, Fond du Lac Band of Lake Superior Chippewa, Grand Portage Band of Lake Superior Chippewa, Leech Lake Band of Ojibwe, Mille Lacs Band of Ojibwe, and Red Lake Nation.



A serene sunset over a calm lake. The sky is a mix of orange, yellow, and dark blue. The water reflects the colors of the sky. In the foreground, there are dark, jagged rocks. A wooden canoe is partially visible on the right side, resting on the shore. The overall mood is peaceful and contemplative.

Cultural Welcome

Heart Warrior Chosa



Getting Ready for Our Day!

- Thank you to the Northspan staff team, Equity Summit Planning Committee members, and the Welcoming Community Advisory Committee!
- Thank you to the Iron Trail Motors Event Center!
- Thank you to our photographer/videographer Jeremy Gardner and the Ojibwemowining Digital Arts Studio
- Make your nametag your own
- Refreshments available throughout the day
- Restrooms are available down the hallway to the right as you exit the ballroom
- Please reach out with any accessibility concerns!

WELCOMING COMMUNITY

Agenda

7:45-8:15AM Registration Check-In

8:15AM Welcome to the Summit/Messages from Sponsors

8:30AM Justice, Equity, Diversity & Inclusion (JEDI) Coffee and Breakfast Snacks

9:00AM Keynote | *A Peripheral Vignette with Jonathan Thunder*

9:45 AM Lyceum | Where the Community Comes to Think

10:40AM Break/Visit Resource Tables/Refreshments

11:00AM Local Welcoming Efforts Lightning Round

11:30AM Lunch and Networking

12:30PM Belonging in Action: Workshops

- 12:30 PM Workshop 1 (select 1)
- 1:45PM Workshop 2 (select 1)

3:00PM Panel Discussion

3:45PM Closing Conversation

4:00PM We are Adjourned | Thank You for Joining Us

Invitation to Brave Space

By Micky ScottBey Jones



Together we will create brave space

Because there is no such thing as a “safe space”

We exist in the real world

We all carry scars and we have all caused wounds.

In this space

We seek to turn down the volume of the outside world,

We amplify voices that fight to be heard elsewhere,

We call each other to more truth and love

We have the right to start somewhere and continue to grow.

We have the responsibility to examine what we think we know.

We will not be perfect.

This space will not be perfect.

It will not always be what we wish it to be

But

It will be our brave space together,

and

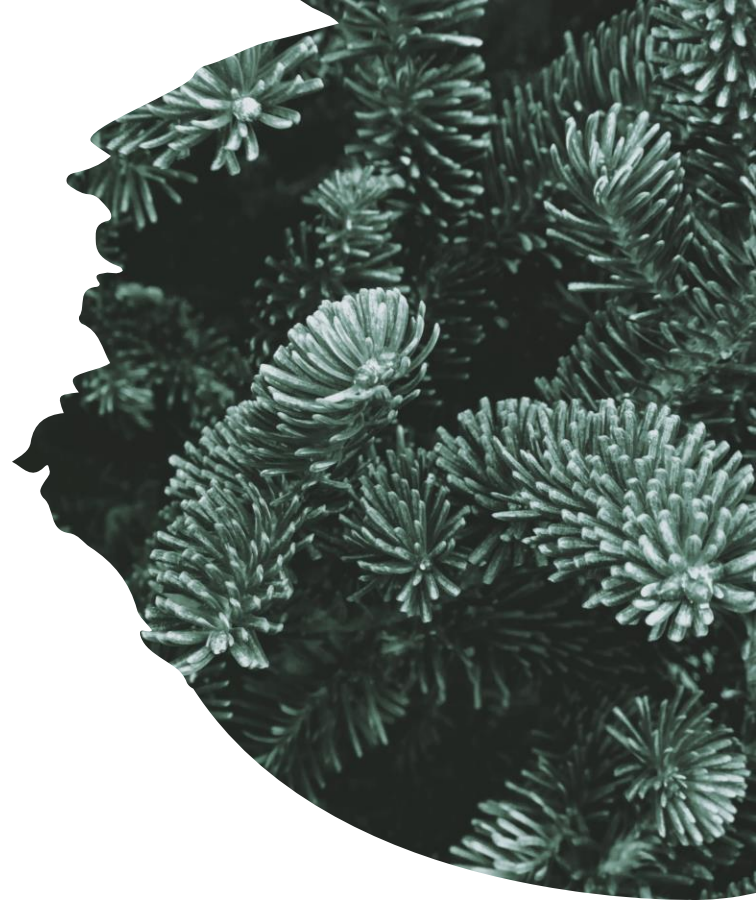
We will work on it side by side

Elevate Sponsor Remarks



Jim Gottschald

Director of HR and Administration at St. Louis County



Justice, Equity, Diversity &
Inclusion (JEDI)

Shared Definitions

- "A definition has the potential to provide clarity. At their best, definitions act like a compass, providing a lost reader with several potential directions from which to proceed."
- Justice, Equity, Diversity and Inclusion

<https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion#link-4>



Justice

The process of society moving from an unfair, unequal, or inequitable state to one that is fair, equal, or equitable.

A transformative practice that relies on the entire community to acknowledge past and current harms to reform societal morals and subsequently the governing laws (NACo).

Racial covenants in Minnesota
<https://mappingprejudice.umn.edu/>



46C

lot shall be nearer than 30 feet to the front street line of said premises hereby conveyed. The said party of the second party hereby further agrees that when he builds on said premises he will build a house to cost not less than \$1,500.00. In the event that the above conditions or any of them are broken by the grantee herein or his heirs or his assigns, then and in that case this conveyance shall be void.


It is further mutually covenanted that the premises hereby conveyed shall not at any time be conveyed, mortgaged or leased to any person or persons of Chinese, Japanese, Moorish, Turkish, Negro, Mongolian or African blood or descent. Said restrictions and covenants shall run with the land and any breach of any or either thereof shall work a forfeiture of title, which may be enforced by re-entry.

This Photo by Unknown author is licensed under [CC BY-NC-ND](https://creativecommons.org/licenses/by-nc-nd/4.0/).

Equity

The process of identifying and removing the barriers that create disparities in the access to resources and means, and the achievement of fair treatment and equal opportunities to thrive (NACo).

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Sumon Al Mamun
MONDAY, APRIL 25, 2016
6


Diversity

The presence of different and multiple characteristics that make up individual and collective identities, including race, gender, age, religion, sexual orientation, ethnicity, national origin, socioeconomic status, language, and physical ability (NACo).

Consider these dimensions of diversity.

Which are relevant for you today?





**“Diversity is being
asked to the party;
inclusion is being asked
to dance.”**

--Verna Myers

Inclusion



Inclusion

Is creating environments in which any individual or group can be and feel welcomed, respected, supported and valued to participate fully (NACo).

Academy to Innovate HR: "...inclusion involves efforts and behaviors that can be fostered by the organization or actually by the people in it.

"Belonging is something that employees themselves feel and results from your inclusion efforts."



Welcoming Community Program Update



Why Welcoming Communities?

- Reversing population decline
- Strengthening community resilience
- Attract and retain talent
- Renewed energy around public service
- Growth in local businesses and entrepreneurship

From the National Civic Review, [Want Your Community to be More Welcoming? Here's how.](#) - National Civic League

What is not Welcoming?



Group member

September 11 at 6:16 PM · 🗨️



Hi y'all, our family just moved to the area from California and I was hoping to get some tips and tricks on what we should know about our community, surviving our first winter, and activities for the kiddos.

Move away as fast as you can. If you didn't grow up there and if you didn't play high school hockey in [redacted] you won't fit in. We have lived all over the world and this was by far one of the worst places we lived





How are we working to create Welcoming Communities?

- Annual Equity Summit
- Inclusion Learning Cohorts
- Intercultural Development Inventory
- Lyceums
- Partnership with Non-violent Peaceforce
- Building Relationships Across the Region

Launching the Welcoming Community Inclusion & Belonging Survey

This survey seeks to measure perceptions of inclusion from community members across Northeast Minnesota.

The data gathered will help to identify sometimes unseen challenges to inclusion in our communities and inform future programming.

It will be instrumental in establishing a baseline for where our communities are currently at regarding inclusion and identifying trends in inclusion in local contexts.



Keynote

A Peripheral Vignette
with
Jonathan Thunder







Lyceum
Where the Community
Comes to Think



“Art & Belonging,” “What role do the arts play in supporting belonging in our communities?”

Art has been used throughout the history of humanity to convey messages, emotions, and beauty. It is often a catalyst for changing the status quo by promoting dialogue about societal issues.

It can reduce traditional barriers to communication and reach across boundaries to tell a story or elicit an emotion. It has been a mode of cultural preservation and fostering understanding across differences.

This Lyceum asks you to reflect on the keynote presentation, your own experiences, and consider the role the arts play in supporting belonging in our communities.



Lyceum: Toast and Commission

- Toast: Something that stood out to you, a highlight from the conversation in your group
- Commission: What is an action you want to take as a result of the conversation?



Launching Welcoming Community, Inclusion & Belonging Survey

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Break/Visit Resource
Tables/Refreshments

A dramatic, dark blue and black stormy sky with several bright, jagged lightning bolts striking downwards. The lightning bolts are a bright, glowing yellow-white color, creating a stark contrast against the dark clouds. The overall atmosphere is intense and powerful.

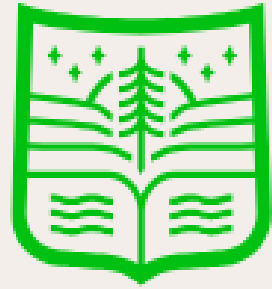
Local Welcoming Efforts Lightning Round

Local Welcoming Efforts Lightning Round

- 13 organizations
- 3 minutes to present
- Hosted lunch table to follow

**THE
PROMISE IS
YOU!**



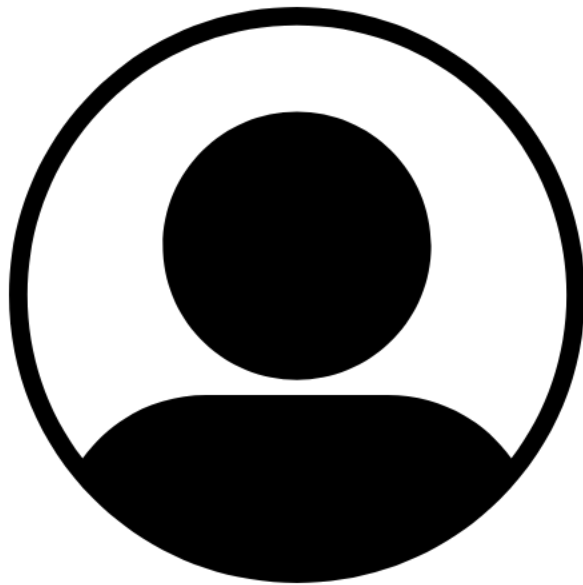


**Minnesota
North College**

AspireNorth



Traditional Student Experience



Individual



Education

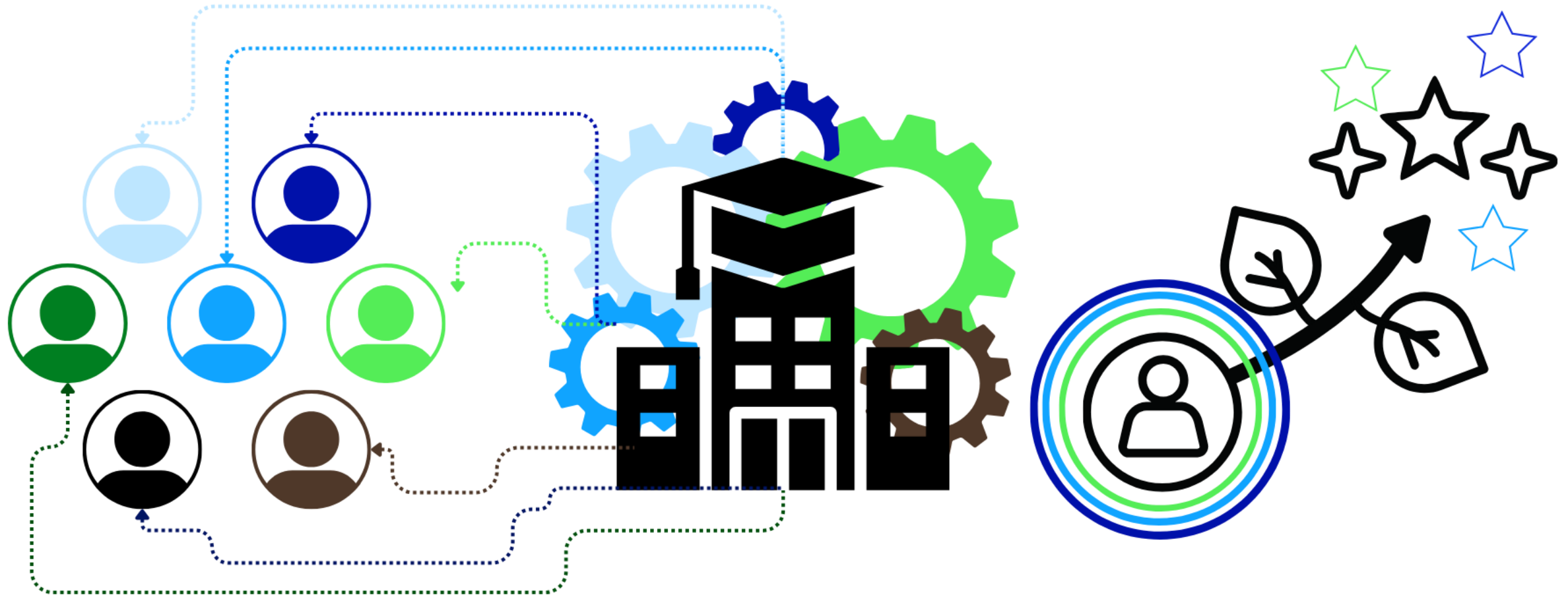


Workforce



Minnesota
North College

AspireNorth



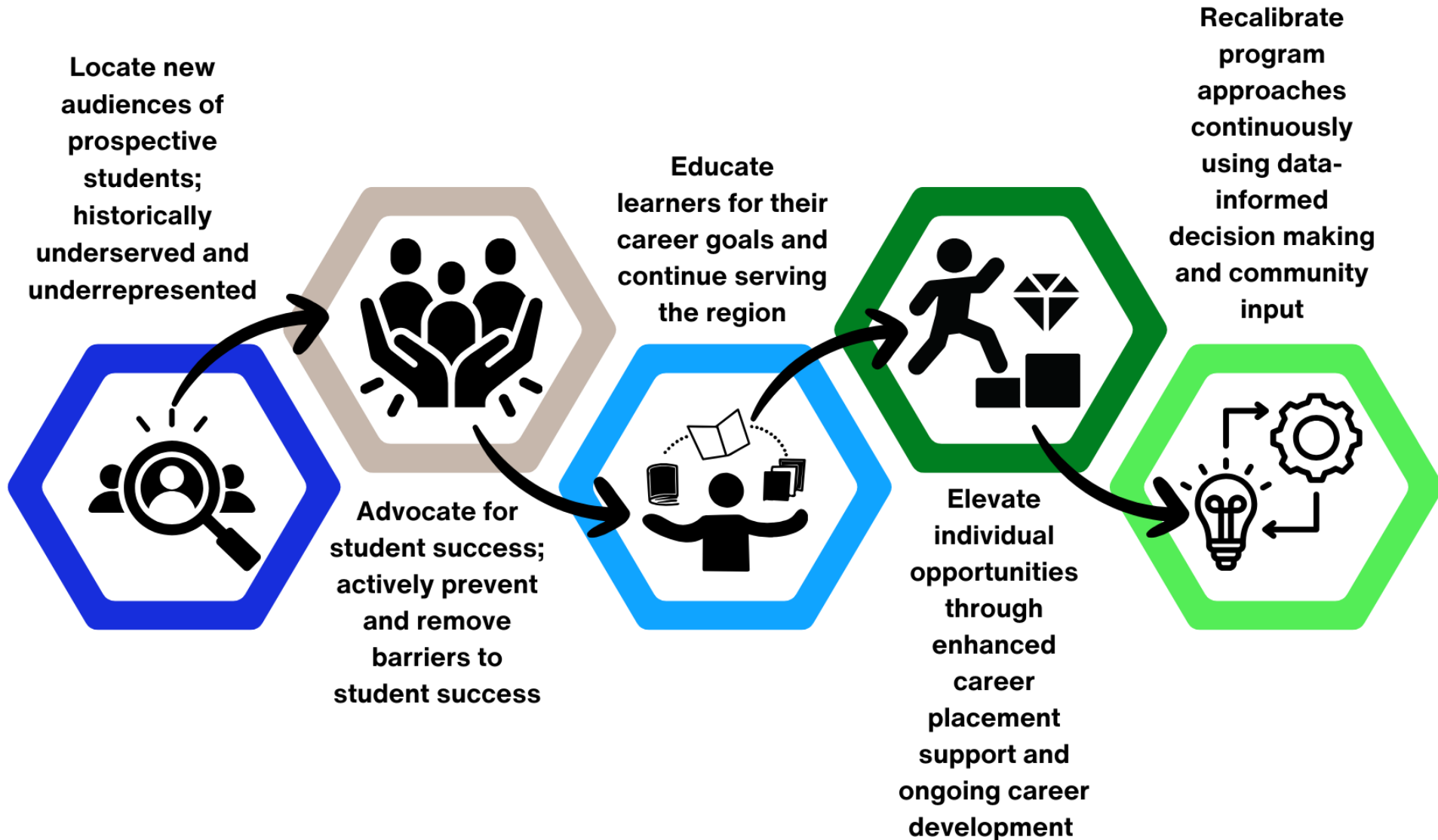
Individual

Education

Workforce

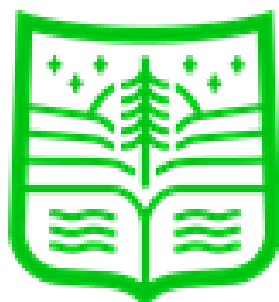


The “-ate’s”





**Minnesota
North College**



**Minnesota
North College**

A Member of Minnesota State

Claire Peterlin

AspireNorth Program Director
Minnesota North College
Hibbing Campus



[218-290-0126 \(mobile\)](tel:218-290-0126)



claire.peterlin@minnesotanorth.edu



minnesotanorth.edu

Carlton
County
Restorative
Justice
Program



CARLTON COUNTY
Minnesota



COOK COUNTY HIGHER EDUCATION
EDUCATION WHERE YOU LIVE

Cook County Higher Education (CCHE)



Our Mission

—

We are a nonpartisan organization dedicated to advancing civil rights and liberties for all Americans, and promoting a common culture based on fairness, understanding, and humanity.

Northern Minnesota Chapter Vision

Focused on community engagements through discussion forums, outreach, advocacy, and educational campaigns



Frances Wittenberg

Chapter Leader for Northern Minnesota
Foundation Against Intolerance and
Racism (FAIR)

www.fairforall.org | [@fairforall_org](https://www.instagram.com/fairforall_org)
frances.wittenberg@fairforall.org



Finding Common ground in
a polarized America



www.fairforall.org



3 TYPES OF POWER

Finding the POWER WITH



PRESENTED BY: **KAYLA SWANSON**

Operations & Outreach Manager

About Us



MISSION

To grow Itasca County through education, research, and engagement fostering business and economic opportunities.



VISION

A diverse and growing economy that supports equitable opportunities for all of Itasca County.



VALUES

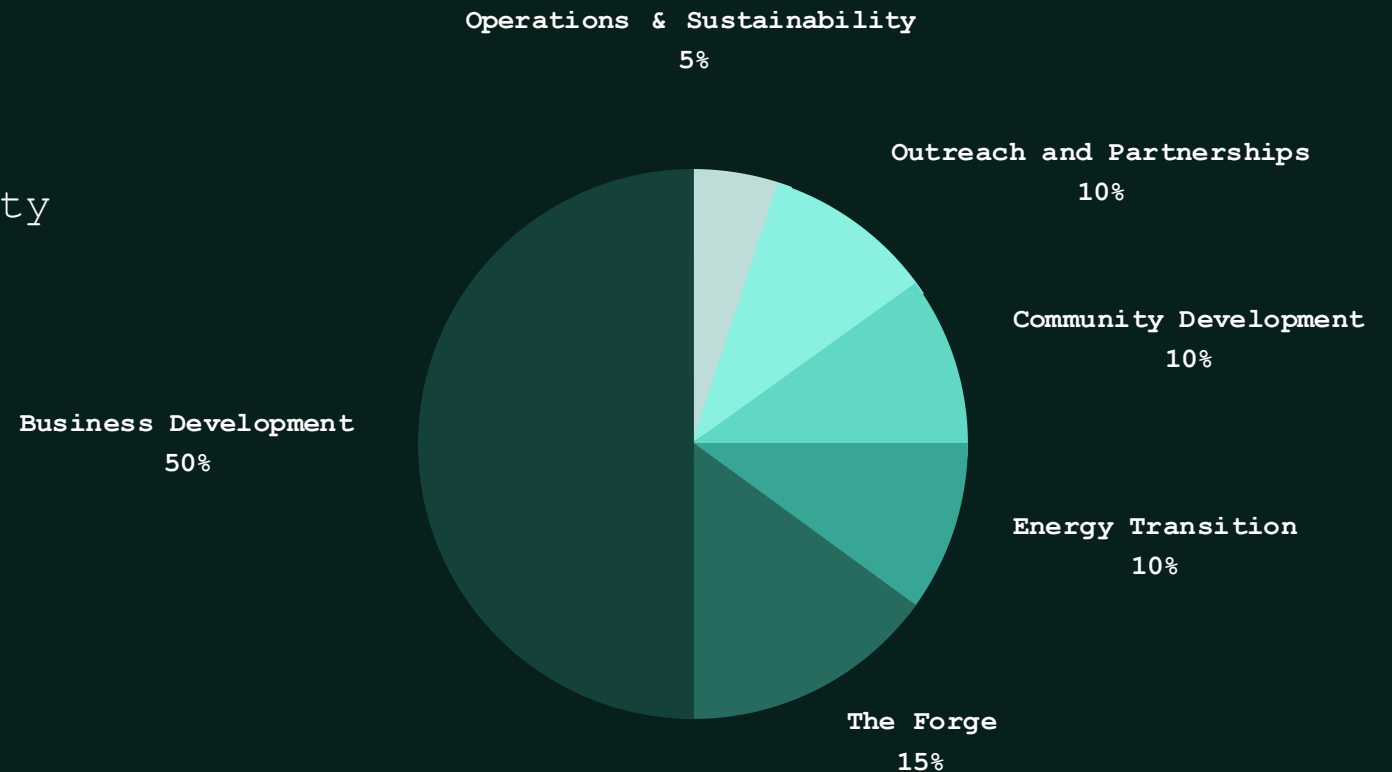
-
-
- Leadership: We drive opportunity through collaboration and inclusion
- Openness: We communicate with transparency and candor
- Innovation: We lead on new opportunities and research
- Accessibility: We foster an equitable and approachable environment
- Execution: We perform at a high level and aim for tangible outcomes

About Us Contd.



CORE PILLARS

- Business Development
- The Forge
- Outreach & Partnerships
- Community Development
- Energy Transition
- Operations & Sustainability



Power OVER



Power Over:
Territorialism
Force
Should be held by:
of "high authority"
the assumption that:
"you" and you are to

Power OVER



POWER OVER

- Built On:
 - Territorialism
 - Force
- Can only be held by:
 - People of "high authority"
- Work under the assumption that:
 - "I am above you" and you are to follow my lead.

Power UNDER



POWER UNDER

- Built On:
 - Fear
 - Role Identification
- Can only be held by:
 - People of "low authority"
- Work under the assumption that:
 - "I am under you," I know my role, and I am to follow your lead.

Power UNDER



Power UNDER

can

the Identification

be held by:

of "low authority"

the assumption that:

"you," I know my role,

follow your lead.



POWER WITH

- Built On:
 - Mutual Respect
 - Support
 - Collaboration
- Can be held by:
 - EVERYONE
- Work under the assumption that:
 - We all have a voice at the table. We are working together to accomplish a common goal. We will meet each other where we are to ensure everyone has a seat at the table.



THANK YOU

In all that you do, I hope you find the power WITH!

KAYLA SWANSON

Operations & Outreach Manager

kswanson@itascadv.org

218-328-2189



MINNESOTA
MULTIFAITH
NETWORK

The Minnesota Multifaith Network (MnMN) is the statewide network connecting and equipping faith & interfaith leaders and organizations working for a more just and loving world.



MINNESOTA
MULTIFAITH
NETWORK

MnMN **connects** and **equips**
Minnesotans for multifaith
learning, leadership and action.



**Building relationships
to transform the world.**

www.mnmultifaith.org

2023 ANNUAL CONFERENCE



MINNESOTA
MULTIFAITH
NETWORK

A PLACE OF WELCOME?

A MULTIFAITH
GATHERING **ON PRACTICING**
HOSPITALITY IN MINNESOTA



THURSDAY, NOVEMBER 9TH | 2 PM - 8 PM
GLORIA DEI LUTHERAN CHURCH | ST PAUL

A PLACE OF WELCOME? A MULTIFAITH GATHERING ON PRACTICING HOSPITALITY IN MINNESOTA

Thursday, November 9 from 2 - 8 pm

Traditional Langar Dinner provided by the
Sikh Society of Minnesota

Gloria Dei Lutheran Church in St Paul or Zoom
700 Snelling Ave S, St Paul, MN 5511

Register:

<https://www.mnmultifaith.org/2023-conference>

Lodging:

The Carondelet Center offers a total of ten
guest rooms for overnight stays
<https://carondeletcenter.org/guest-rooms/>

Voices for Ethnic and Multicultural Awareness (VEMA)



Digital Connection Committee- Wilderness Health



St. Louis
County, BIPOC
Leadership
Team





HELLO,
Range

A scenic view of a forest with a stone tower in the background. The foreground is filled with bare tree branches and some red berries. The background shows a stone tower with a green sign on top, surrounded by trees with autumn foliage. The text "We love our home" is written in a light blue serif font, and "Welcome, then Afid" is written in a white cursive font below it.

We love our home
Welcome, then Afid



HELLO,
Range



This Photo by Unknown Author is licensed under [CC BY-SA](#)

Equity Committee

Duluth Workforce Development Board



Diversity & Inclusion Employer Action Guide

A toolkit to help employers increase diversity and strengthen inclusiveness in recruiting, hiring, onboarding, and retention.



Employer Action Guide Sections

- Recruitment
- Hiring
- Onboarding
- Retention
- Supports (AKA additional resources)

Employer Champions Initiative

- Peer sharing sessions about diversity, equity, and inclusion topics
- First Thursday of every even-numbered month from 12 PM-1 PM
- Virtual via Webex for now
- Email efoshay@duluthmn.gov if interested in being added to the list
- Previous topics:
 - Psychological safety
 - Effective allyship
 - Intent vs. impact
- Tomorrow: unintended impacts of policies and procedures

NORTHSPAN



WORKFORCE
DEVELOPMENT
BOARD

Workforce Solutions Series

Clyde Iron

2920 W Michigan St.

- Tuesday, October 17th: State of the Workforce/Where are the workers?
- Tuesday, November 7th: Unlocking Talent: Innovative Approaches to Effective Recruiting
- Tuesday, December 5th: The Stay Factor: Crafting a Workplace that Keeps Employees
- Wednesday, January 10th: What does it mean to be a Welcoming Workplace?

Time: 11 am-1 pm. Lunch is included in registration fee.

www.northspan.org/workforce-solutions-reg/





Brittni Abbett

Family Mentor and Outreach Coordinator

babbett@familyrisetogether.org



“Our mission is to help strengthen family unity by engaging fathers in their children’s lives to establish family values, social roles, and participation in the community.”

PURSUE HOUSING

FATHERS SEEKING LONG TERM HOUSING AND CASE MANAGEMENT SERVICES. OUR HOUSING PRIORITY IS ON THE BLACK, INDIGENOUS, PEOPLE OF COLOR (BIPOC) COMMUNITY.



HEALTHY PLACE (ARMHS)

ADULT REHABILITATIVE MENTAL HEALTH SERVICES (ARMHS)

18 years old
or older

Active Medical
Assistance coverage

A Diagnostic
Assessment completed

A primary diagnosis of
a serious mental illness

**ACCESSIBLE, HIGH QUALITY,
CULTURALLY SPECIFIC MENTAL
HEALTH SERVICES.**

MICRO-ENTERPRISE

**PROVIDES TECHNICAL
ASSISTANCE, REFERRALS,
ADVOCACY AND BUSINESS
COACHING SERVICES. THE
ENTREPRENEURS ARE PRIMARILY
BIPOC AND COMMUNITIES OF
POVERTY MEMBERS.**

COMMUNITY INVOLVEMENT



TWIN PORTS **JUNETEENTH**
CAPTURE, CULTIVATE, CREATE GREATNESS

JUNE 18
NOON-6PM

Harrison Park
3002 West 3rd St

Family Rise Together





Presentation title

CALLING ALL YOUNG WOMEN OF DISTINCTION



Family Rise Together Presents the 1st Annual

Miss JUNETEENTH PAGEANT

Thursday, June 15, 2023



Age categories:
 2 and under
 3-7 years old
 8-12 years old
 13-17 years old

Entries due June 10th!

Please contact Brittini for an entry form at
habbetti@familyrisetogether.org or call 218-461-1723

PUBLIC REVEAL Sunday, June 18th 12-6PM
 Twin Ports Juneteenth Festival
 Harrison Park, 3002 W 3rd St, Duluth




Growing Kinship Connection's Family Engagement Night

Family Rise Together

Join us to celebrate local black owned businesses during our Child Abuse Prevention Month Event
 April 28th, 2023
 5pm to 8pm
 Located in the Encore Building
 201 E 1st Street STE 3-4 Duluth, MN 55802



Scan the QR Code to register for this event! Spots are limited!

- Face painting for the kids!**
Done by Mana Bear Bolton
- Hair styling lessons!**
Learn how to do your child's hair from Jasmine Styles
- Plant seeds for the spring!**
With the Family Freedom Center
- Make your own candle!**
Provided by Pretty Psych'D
- Catered by Maria Cruz with Hispanic Cuisine**
- Bouncy castle, games, music & giveaways!**



Lunch and Networking

- Fajita Bar catered by Kunnari's Kitchen
 - Buffet style in the two meeting rooms across the hall
- Join a hosted lunch table!
- Room dividers for the workshops will be put up during lunch
- Rooms A, B, & C for Workshops directly following lunch

Belonging in Action: Workshops

12:30PM Workshop 1 (select 1)

ROOM A

IDI 101, An introduction to the Intercultural Development Model and Inventory (IDI)
Memegwesiikwe Diana Lawrey & Kevin Skwira Brown, Cultural Fluency Associates, LLP

1:45PM Workshop 2 (select 1)

ROOM A

IDI Advanced, Practicing Intercultural Fluency
Memegwesiikwe Diana Lawrey & Kevin Skwira-Brown, Cultural Fluency Associates, LLP

ROOM B

Let's Make Waves to End Ageism Together
Kimberly Scanlon and Mimi Stender, Arrowhead Area Agency on Aging & Duluth Aging Support

ROOM B

The Path Towards Equity for Your Business, Organization, or Community Group
Carl Crawford & Keith Turner, The Promise is You

ROOM C

Welcome Corps, Refugee Sponsorship Program
Stephanie Koehne, Alight

ROOM C

Practices for Inclusive Hiring & Retention
Elissa Hansen & Ali Bilden Camps, Northspan Group, Inc.
NORTHFORCE Program

PANEL DISCUSSION

Inclusion for Families and Individuals

Challenges for families and individuals feeling welcomed to the region whether they are newcomers or have been here for years!

- **Jenna Udenberg**, Above & Beyond With U
- **Wes Samuelson**, LGBTQIA Community Member
- **Carl Crawford**, The Promise is You
- **Keith Turner**, The Promise is You
- **Andrea Jang**, Duluth Mom





Closing Conversation





Join at menti.com use code 43 11 58 9

 Mentimeter

What is a learning or experience you are taking away with you from the summit today?

Waiting for responses ...

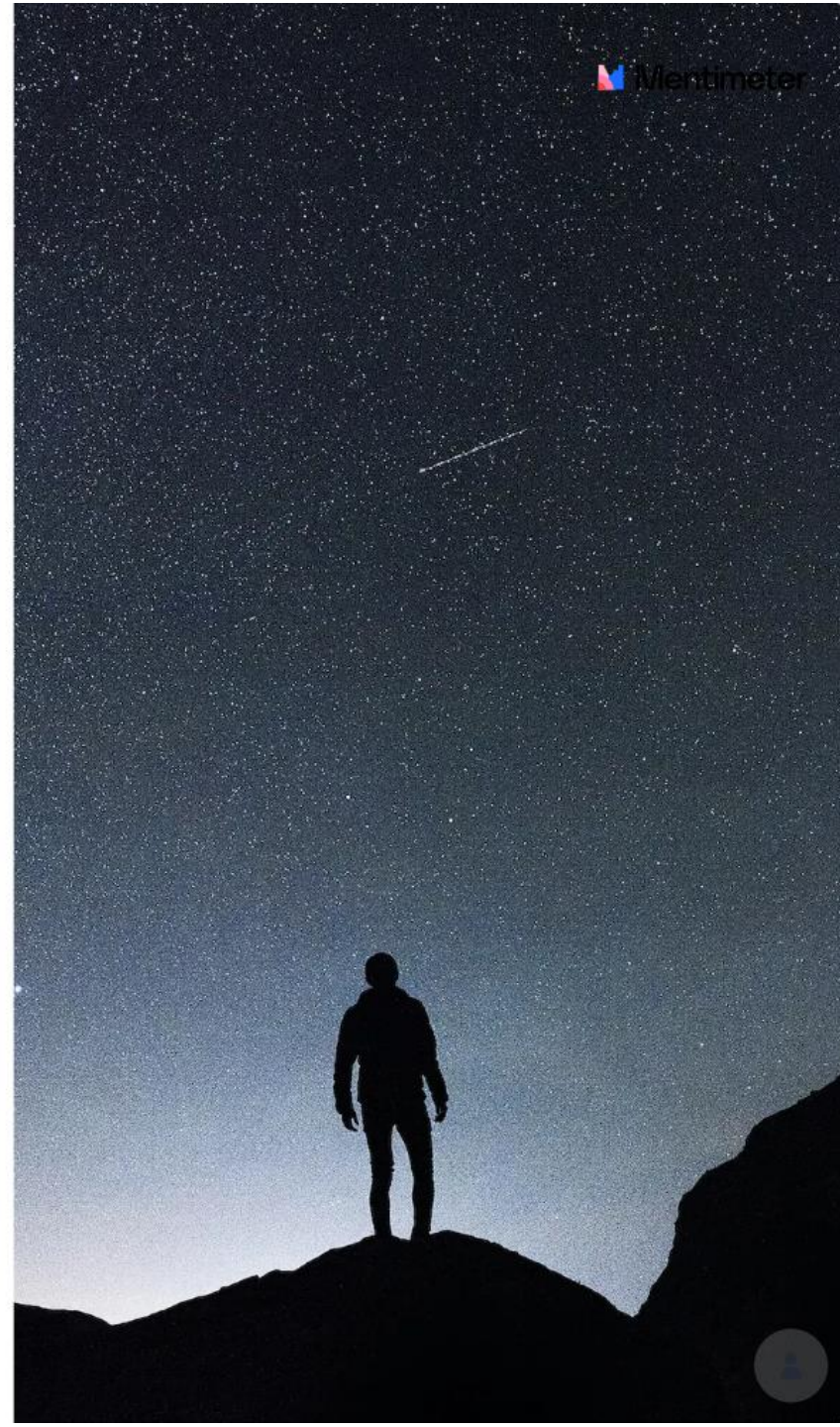




Join at menti.com use code 4311589

What is an action you are committed to taking related to something you experienced today?

Waiting for responses ...



Feedback Survey!





Questions & Next Steps



Miigwech, thank you for your participation!





Enjoy your day
and stay safe!